



More CIOs Hired from Other Organizations in 2017

Out of 463 CIOs participating in the 2017 SIM IT Trends Study, **only 21% assumed their role from within their current organization.** This represents a **20% decrease from last year and nearly a 29% decrease from 2015**, which saw 26.3% and 29.4% of organizations respectively promoting their CIOs from within. Furthermore, of the 33 CIOs that have been in their position for less than one year, only four were promoted from within (12.1%).

While the root cause of this downward trend in internal hiring of CIOs is not clear, it suggests several intriguing shifts in the IT landscape within organizations. Business leaders who may not be satisfied with the performance of IT leadership within their organizations, look to external sources to find the skills and perspectives they want, be it business savvy and/or IT management expertise. Inadequate succession planning and professional development opportunities within IT departments may also play a role in what appears to be an accelerating trend in sourcing CIOs. A highly competitive market for IT leadership talent could also be at play, with high-quality candidates moving to better opportunities.

Findings such as this cannot be identified without the participation of SIM members and **we are very grateful to those SIM members who took the time to complete this year's questionnaire!** Analysis and communication of interesting and important insights will continue over the next few months, culminating with the release of the **Personal Report to all participants around October 1st** and the **Comprehensive Report (free to all SIM members) around December 1st.** This study is also supported by our generous sponsors:

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Best wishes from the 2017 SIM IT Trends Study Research Team:

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